INFO Meeting Re: Merger w/ Chi Guild 9-13-10

ATTENDANCE -

Lori Caldwell Val Johnson, Diane Spivak, Tim Zorn, ~~Ellis~~ Peggy Glennie, Teresa Aich-Schultz, Jeff Nicholls, Scott Bort, Stephanie Dowell Bruce Nelson (TNG)

call to order by Bort 6:30pm.

Bort intros.

- Bruce met earlier today w/ Chicago Guild to hammer out more details.
- Bruce -

  He has (hands out) copies of rough draft of a merger.

  FUND A — operational; scholarship, etc.

  FUND B - rest of $ in escrow

One thing Bruce went over w/ Tom Thibeault (he drew this by TNG attorney): using boilerplate for other mergers of recent, Refers to peggin # of years to the end of next contract. (Affiliation period). Would give motivation for Chicago to work hard for us in upcoming contract negotiations. →

Trial period

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Bruce — Ratification of Contract - would be preferrable time for Trial period. Bruce suggests 4 years for Escrow period. (the earlier of 2 events: 4 years or Ratification)

— FUNDS
- (1) A - $20,000 scholarship
- (2) B $50,000 ESCROW acct. (during trial period) (til merger or revocation)
- (3) C balance
  - would go into local's general ~~fund at merger official.~~ immediately upon agreement of merger (NOT trial period, but immediate).

— ? by Val
- would we be billed for their services if we pull out

Suggest we put that in writing to have "no additional monetary requirement" to ~~have~~ return of (3) balance if we pull out.

Bruce Answers —
We would have responsibility for anything "post-pullout". not during.

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Bruce agrees this should be clarified, however, he doesn't feel it would be an issue even if we didn't get it in writing.

— issue (Chicago) (Gary)
1.8% v. 1.5% difference in dues/off.
if we pass the trial period, we would negotiate over period 2 years to bring us up to 1.8%. We would want an indication of "intent" in ~~cont~~ merger contract.
— Bruce wrote: ~~We~~ we get "due consideration of the revenue brought into the Merged Local under this Agreement in determined how long the 1.5% rate will continue."

A — old employees are grandfathered - clause into open shop. New employees are closed shop. (new began w/ Chelsea Schneider Kirk)

+ — Scott — during trial we can still consult (email both Tom & Bruce, for example) Bruce Nelson.

+ — issue } Karen Snelling - Bonding company was paid $15,000. We she ~~still~~ owed an extra $3,100 direct from her. We could get in writing that "we" would get that, not Chicago. →

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Bert –

$ for grocery corrals or gold sweatshirts before going into the merger.

Bruce doesn't have problem w/ that, but wants to be notified.

Gold sweatshirts – what do we want on it? 34014?

cont.

– Bruce –

we need to have an audit done on us before merger. We would also like to see an audit of Chicago. "Exit audit"

Chuck Gertz (Philadelphia? does audits? ~~Sounds~~ Sounds like he does CNG. ~~CNG~~ CNG would pay for the audit.

– Bruce – all language would need to be vetted by legal staff on both ends (TNG).

– We will advocate parity w/ lowest paid in Conyers and that would still be quite an increase for us.

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- Bruce
  - One of the reasons Bruce wants this merger so bad for us is because we have had
+ "locks in some help" - in uncertain future for TNG

+ makes sense for us to be "under the same shelf" in this company that is going towards "one big company" "universal desk"

- Tim notes that we will have to work to be noticed in Chicago. A vocal minority. Go to exec. board meetings (CNG). Gary could be "celeb cause" from other units in CNG. (says Bort)

Bruce says "we have the advantage of being at the bottom" in reference to how we will be treated by other guild units and members, especially the Sun-Times guild.

- Bruce thinks a group should be formed made up of five people from each unit to gear up for negotiations. Different units don't know →

each other. We will soon be negotiating for the same contract. We need to get to know each other. We (Gary) has "street cred" and could ~~be~~ be useful.

Val - is early start to negotiating just "Bullshit" or what?

Bruce - early start was his idea because we will have so many units going in together for the first time. (Ted Biden won't be around forever, and it is to our advantage to work with Ted while he's still here).

- Still need a little more time and time to get on paper and vetted by legal team ~~to~~ before we set a date.

Shoot for beginning of October if we get legal wording in order.

Not ratified until we ~~each~~ vote and other units vote. Only dues paying members will get to vote.

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Steve Gorches pulled out of union when Andy left and quit pay 1/2 his dues.

~~Move~~ Lori —

~~Lori~~ Lori will write grievance letter we will demand a meeting.

If Mngmt agrees to pay 2 weeks for Bob & Jane and anyone else, we will drop issue or it will be rolled into Chicago (CNS) arbitration (that is likely to win for the guild).

Bruce mentions language in MOA says 4 weeks, not 2 weeks.

Lori will say it is and will be a 4 week layoff process (Lori clarified layoffs were strictly economic, not personnel related). Lori says they had "progressive discipline" on both, but Company insisted that they were related to only economics. So Lori will add the extra 2 weeks to make 4 weeks.

Motion to adjourn 7:30 pm

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